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Public utility reports annotated, containing decisions of the public service commissions and of state and federal courts. (Rochester, N. Y.: Lawyers Coöp. Pub. Co. 1916. Pp. xlv, 1208. \$5.)

Labor and Labor Organizations

An Introduction to the Study of Organized Labor in America.

By GEORGE GORHAM GROAT. (New York: The Macmillan Company. 1916. Pp. xv, 494. \$1.75.)

Professor Groat is a patient and painstaking collector of materials. In this volume are brought together in convenient form many statements made by men holding conflicting points of view in regard to the ideals and methods of organized labor. Indeed, in parts of several chapters the parallel-column method might have been used to advantage. The book should be classified as a source-book in the study of organized labor—unfortunately without exact citation of the sources—rather than as a textbook. In the judgment of the reviewer, the chief value of the book will be for handy reference to the facts relating to the structure and policies of labor organizations in America. Viewed from this angle, the volume is a valuable addition to the literature dealing with the problems of organized labor.

It is the expressed purpose of the author to limit the study to "organized labor." No discussion, for example, appears of such topics as child labor, immigration, sweated labor, or unemployment. However, one chapter is devoted to a presentation of wage theories, a subject certainly more foreign to the study of organized labor than any one of the topics just mentioned. And another chapter is headed Modern Industrialism.

The book is divided into six "parts": the background, the structure, collective bargaining, political activity, transitional stages, conclusion. As might be anticipated, Professor Groat's best work is found in the discussion of the legal aspects of the strike and the boycott. His treatment of Revolutionary Industrial Unionism is likewise excellent.

The author too frequently yields to the temptation of giving new definitions to quite generally accepted terms, or of using new names for certain phenomena. For example, the term "conciliation" is used ordinarily to signify the intervention of a third party representing a private or public organization, in the case of an industrial dispute. For years the word has been thus used by the federal Bureau of Labor Statistics. Professor Groat arbitrarily

rejects this signification of the word, and gives it a new and very different meaning. According to his definition, conciliation is a special form of collective bargaining—no outside parties are concerned. Again, the term “labor unionism” is used (p. 486) to indicate a form of unionism in which many unskilled are found, but which is evidently not of the industrial type. At least two textbooks on organized labor agree in giving a different meaning to “labor unionism.”

In two chapters is presented a careful statement of the structure of the American Federation of Labor and of a national union. The author recognizes that the structure of unions is constantly changing and also that different unions present different characteristics. But no adequate analysis is presented disclosing the underlying forces which are making American unionism what it is. A study of the anatomy of unionism is systematically presented; but the more essential and difficult study of the social mechanics of the labor movement is neglected. In the concluding chapters on “unionism,” some approach, however, is made to the more significant issues in the study of organized labor.

When the author does sit in judgment upon the policies of organized labor, his conclusions are too often not clean-cut. The inquiring reader is left confronting a maze of generalities. In discussing, for example, the much controverted question of the restriction of output, the following conclusion is reached: “In most cases it should be condemned. But the condemnation should be extended. The system out of which the practices have grown must be adjusted so as to eliminate the unfavorable elements that lead to the trouble. If this is ever done, then the practice of restriction may be unreservedly condemned;—if, indeed, there be any left to be condemned.”

A few erroneous statements have crept into the volume. The New Harmony and the Brook Farm communistic experiments are spoken of (p. 24) as contemporaneous. The statement is made that the membership of the American Federation of Labor “is made up principally not of individuals but of trade groups.” Of course, individuals do not directly belong to the federation. The next sentence, however, following the one quoted, states correctly that it consists of “trade and labor unions.” And, on page 96, it is asserted that city centrals or trades’ assemblies as they were originally called, “were formed soon after 1830.” On page 28,

however, it is accurately stated that the first one was organized in Philadelphia in 1827.

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Iowa State Federation of Labor. By LORIN STUCKEY. Bulletin of the State University of Iowa. Studies in the Social Sciences, Volume IV, No. 3. (Iowa City: Published by the University. 1916. Pp. 147.)

The primary aim of this monograph is to present the history, the structure and government, the policies, and the influence of the Iowa State Federation of Labor. Seldom has the commonwealth been taken as the unit for the study of trade unionism in America, but the author regards it as the logical area for the investigation of certain phases of the movement, and expresses the belief that a series of monographs will yet be written on organized labor in the various states. He submits his study as a contribution to the history of the labor movement in one state, Iowa.

In the introduction, the writer briefly outlines the early struggles to secure a foothold. Two distinct lines of development are indicated: first, the origin and growth of local trade unions, and their affiliation with the national unions and with the American Federation of Labor; second, the rise and decline of the Knights of Labor in the eighties.

Chapter 1 traces the history of the Iowa State Federation. As in other states, the original purpose of the Iowa State Federation was to influence state and federal legislation. Annual conventions have been held since 1893, with one exception in 1896 when the convention had to be abandoned owing to the financial stringency of the period. The chief feature of these conventions seems to have been the long and comprehensive reports of the officers of the various committees, usually the legislative committee, the executive committee, and the delegate to the American Federation of Labor.

At the Eleventh Annual Convention, in 1903, a resolution was presented calling upon the labor organizations affiliated with the state federation to use a portion of one meeting night each month for the study of social and political economics "so that remedies for the elimination of the evils resulting from our present system of active economics will be made clear"; but the resolution failed to secure the endorsement of the convention.